

# Memorandum



CITY OF DALLAS

DATE August 16, 2019

TO Honorable Mayor and Members of the City Council

SUBJECT **Upcoming Agenda Item: Comprehensive Compensation Study – August 28, 2019**

During the August 28<sup>th</sup> City Council Meeting, you will be asked to authorize a two-year contract to engage a firm that will assist COD to develop a comprehensive compensation study. These funds were approved by City Council in 2018 as part of the 2019 budget process.

The suggested firm, Public Sector Personnel Consultants, Inc., will work closely with our Human Resources start to develop a total compensation program for civilian employees. The study will include a review of our compensation policies and processes, salary structure, and market competitiveness. The goal of the study is to allow us to better administer pay, align our salary structure with the current job market; and ultimately to attract and retain employees.

Should you have any questions or need further details on this topic, please contact Kimberly Tolbert, Chief of Staff or Nina Arias, Director, Human Resources at (214) 671-9050.

A handwritten signature in black ink, appearing to read 'Kimberly Bizer Tolbert'.

Kimberly Bizer Tolbert  
Chief of Staff to the City Manager

c: T. C. Broadnax, City Manager  
Chris Caso, City Attorney (Interim)  
Mark Swann, City Auditor  
Billerae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Majed A. Al-Ghafry, Assistant City Manager  
Jon Fortune, Assistant City Manager

Joey Zapata, Assistant City Manager  
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer  
Michael Mendoza, Chief of Economic Development and Neighborhood Services  
M. Elizabeth Reich, Chief Financial Officer  
Laila Aleqresh, Chief Innovation Officer  
M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity and Inclusion  
Directors and Assistant Directors